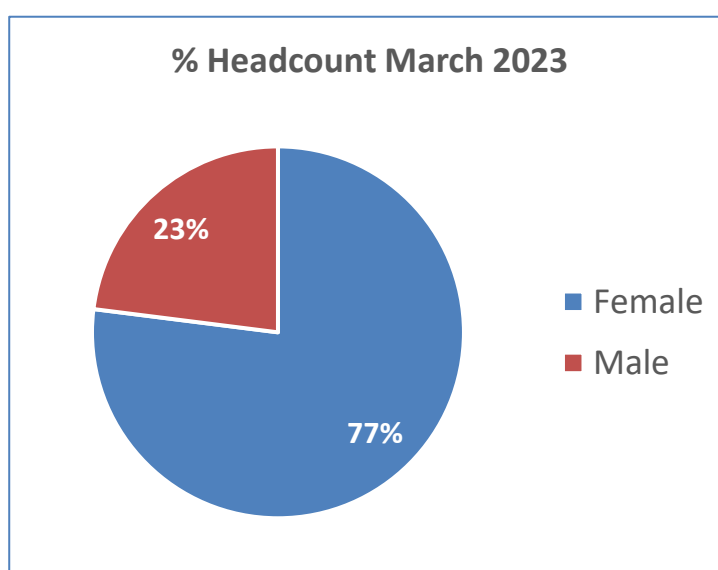


NHS Frimley Integrated Care Board

Pay Gap Reporting

Gender

The data reported here has been prepared in accordance with guidance published by the Government Equalities Office and the 'snapshot' information includes staff holding an employment contract on 31st March 2023, based on our Employee Staff Records (ESR). The gender pay gap is the difference between the average earning of men and women, expressed relative to men's earnings.



Based on data gathered in March 2023, Frimley ICB's mean pay gap was 20% and median pay gap was 25%.

We are unable to directly compare this to previous years, as the ICB was only established in July 2022.

Having reviewed the Frimley CCG data to identify consistent themes, we can see that the ICB employs 2% more men than the CCG workforce in 2022. Despite this, the ICB continues to employ 77% women.

The ICB are addressing the Gender Pay Gap findings by:

1. Ensuring an equitable Organisational Change Programme

- Created a consistent template to ensure that job descriptions for new roles would be developed with inclusivity and accessibility in mind
- Completed ongoing Equality Impact Assessments, ensuring that anonymized ESR data was reviewed at each decision-making point
- Reviewing the original consultation report through an inclusion lens to support use of inclusive language and highlight ICB ambitions to improve workforce and health inequalities
- Embedded messages about inclusion into 'Managing Change' sessions delivered to line managers, highlighting equality themes from post-consultation responses to ensure they were amplified
- Reviewing job matching and interview processes from an equality perspective, constantly asking whether we are doing enough to ensure that people will feel equally and fairly treated and know that their needs will be considered.

2. Sexual Safety in Healthcare Charter

- The ICB has made a commitment to meeting the requirements of this Charter by July 2024.

3. Gender Pay Gap proposed actions

- Staff survey is reviewed from a gender equality perspective and key themes are reported on
- Engagement sessions with staff facilitated to understand the employee perspective on barriers to progression and pay for women
- Gender focused sessions held with staff networks to identify intersectionality issues
- Gender development of an action plan.
- Agree a senior executive sponsor

Ethnicity

The ICB are planning to produce and ethnicity and disability pay gap in the near future.